



CLEVELAND INDIANS

2401 Ontario Street

Cleveland, Ohio 44115

216.420.4200

June 23, 2020

By E-Mail (Breeyn.Handberg@jfs.ohio.gov)

Ms. Breeyn Handberg
Rapid Response Program Manager
Office of Workforce Development
4020 E. Fifth Avenue Columbus, OH 43219

Re: **Second Voluntary WARN Notice**

Dear Ms. Handberg:

I am writing on behalf of the Cleveland Indians Baseball Company, LLC (the “**Indians**”), regarding employment actions at our headquarters, 2401 Ontario St in Cleveland, Ohio, 44115.

On or before May 1, 2020, we placed on furlough interns, certain members of our year-round part-time (“**YRPT**”) staff, and four members of our full-time staff. At the time that we instituted them, we anticipated that the furloughs would be temporary, short-term measures. Since then, as the Major League Baseball season has remained suspended and as governmental COVID-19 directives were expanded and extended, various related and unexpected factors have caused the Indians to confront unanticipated and unprecedented financial challenges. As a result, we are issuing this notice—at the earliest time practicable—that we are, effective July 15, 2020, terminating certain interns and YRPT staff, and that we reasonably foresee that the current furloughs of certain other YRPT and full-time staff could extend beyond six months. The roles and numbers of impacted employees are listed in Appendix A. We view the current terminations as permanent; while it remains possible that we may rehire certain of the terminated positions in the future, it is too early now for us to make that assessment.

While we do not believe that these actions (either alone or in combination with our prior actions) trigger the Worker Adjustment and Retraining Notification (“**WARN**”) notice requirements, we are cognizant that Congress has encouraged employers who are “not required to comply with the notice requirements” to nonetheless provide notice to employees about employment actions.

Non-union individuals holding impacted roles have been or will promptly be notified of the specific action applicable to them. Also among the impacted individuals are employees from one (1) union: the Service Employees International Union (“**SEIU**”) (Local 1). The name and address of the chief elected officer of that union, who has also been notified, is as follows:

Received June 24, 2020 at 7:30am



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Union	Chief Elected Official	Address
SEIU (Local 1)	Yanela Sims	1368 E. 34 th St. Cleveland, OH 44114

The Indians do not have a formal bumping system. Those employees who are members of a union may have bumping or other rights under their applicable bargaining agreements.

If you have any questions or want additional information concerning this matter, please contact me at the number or email address below.

Best,

Sara Lehrke
Vice President, Human Resources / Chief Diversity Officer
Cleveland Indians Baseball
216-420-4563
slehrke@indians.com

Appendix A

Cleveland, Ohio Affected Employees	
Job Title	Number of Employees
Maintenance	4
Custodial	3
Building Security	11
Clubhouse Staff	6
Cleveland Strikers	1
Merchandising	1
Team Shop	8
PR Staff	2
Runner	2
Baseball Information Intern	2
Ballpark Operations Intern	1
Sales Development	4
Communications Intern	1
Social Media Intern	1
Photography Intern	1
Live Experience Intern	1
Animator	1
Buying Assistant	1
Concessions	3
Distribution	14
Fan Services	17
Total	85